**Wildlife Officer, WOO4**

**Daisy Hill Koala Operations, Wildlife and Threatened Species Operations, Queensland Parks and Wildlife Service and Partnerships**

This role is open to all applicants, however applicants who identify as Aboriginal and/or Torres Strait Islander that meet the minimum requirements for the role will be given priority consideration and invited to participate in the next selection activity.

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| **Duration** | Permanent | **Annual Salary** | $70,655 - $77,307 |
| **Type of appointment** | Flexible Full-Time |  |  |
| **Location** | Daisy Hill Koala Centre | **Contact** | Sophie Wilson, A/Senior Wildlife Officer E: [Sophie.Wilson@des.qld.gov.au](mailto:Sophie.Wilson@des.qld.gov.au) P: 07 3078 3101 |
| **Closing Date** | Wednesday, 17 July 2024 | **Job Ad Reference (JAR)** | QLD/575731/24 |

The [Department](http://www.psc.qld.gov.au/about-us.aspxhttp:/www.psc.qld.gov.au/about-us.aspx) of Environment, Science **and Innovation**

The Department of Environment, Science and Innovation (DESI) recognises the enormous value a clean environment, innovative society and economy, and vibrant culture makes to Queenslanders’ lives. As a diverse organisation, the department brings together environment, heritage protection, national parks, science and youth affairs functions to help achieve government objectives for a better Queensland.

We value and are committed to:

* building inclusive cultures in the Queensland public sector that respect and promote [human rights](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.forgov.qld.gov.au_humanrights&d=DwMFAg&c=tpTxelpKGw9ZbZ5Dlo0lybSxHDHIiYjksG4icXfalgk&r=W4Gweh5POIqUFNTEU92Jny_3m0ZH7_MyCNsZ6WbxI2w&m=DP2ZLFkNwNjdifpUVipAQaVEBuedVVc4i5VxMuP_IJE&s=n8IaVLsBmceOUzhioUYLOvzCEJhlCoAknsTUtJUryPc&e=) and [diversity](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.forgov.qld.gov.au_inclusion-2Dand-2Ddiversity-2Dcommitment&d=DwMFAg&c=tpTxelpKGw9ZbZ5Dlo0lybSxHDHIiYjksG4icXfalgk&r=W4Gweh5POIqUFNTEU92Jny_3m0ZH7_MyCNsZ6WbxI2w&m=DP2ZLFkNwNjdifpUVipAQaVEBuedVVc4i5VxMuP_IJE&s=koW3J_GJiZzzdkvt7CTYJukNsnFmkSdIgcEJAKnkghA&e=).
* strengthening our culture which values results, professional growth, workforce diversity and a healthy balance between work and life commitments.
* encouraging and supporting employees as individuals in an inclusive environment by embracing our differences and applying diverse and inclusive thinking to our business.
* the values of the Queensland Public Sector: customers first; ideas into action; unleash potential; be courageous; and empower people.

The department is proud to be an accredited White Ribbon Workplace. Domestic and family violence has no place in homes, communities or workplaces and we are committed to preventing violence and supporting employees affected by domestic and family violence.

At DESI we recognise, respect and value First Nations people and cultures.  We are progressing self-determination by recognising the rights and interests of First Nations people. We are investing in a culturally connected and agile organisation, with the skills and experience we need to support better outcomes for First Nations people. We are taking action in fundamental areas like employment and procurement, and by building strong and sustainable partnerships with First Nations organisations and communities. We are focused on working with First Nations people to improve service design and delivery, knowing that this will deliver better outcomes for all of Queensland.

More information on the department’s functions, focus and the type of organisation we are, can be found on our [website](https://www.des.qld.gov.au/our-department/employment).

# Your contribution

Wildlife Officers within the Department of Environment, Science and Innovation work to protect, conserve and manage the sustainable use of Queensland’s native wildlife. The work is regionally-based and delivered throughout Queensland with support provided by central office in Brisbane CBD. Wildlife Officers are an integral part of the units within the Wildlife and Threatened Species Operations, QPWS & Partnerships and provide a range of services, including advice, assessment and auditing of permits and other authorities under the Nature Conservation Act 1992 and subordinate legislation and operational delivery of services to conserve and protect wildlife and associated habitat.

The Branch plays a vital role in delivering effective conservation and regulatory outcomes for Queensland’s native species and ecosystems and their safe interaction with the community generally.

The Wildlife Officer role advertised is part of the Daisy Hill Koala Operations team. The team operates in south-east Queensland to deliver services to conserve and protect native and threatened wildlife and associated habitat—with particular focus on:

• regulation of the Nature Conservation Act to deliver protected wildlife compliance and enforcement

• providing safe interaction between people and wildlife

• working with the community to build positive interactions between community and wildlife

• applied research to assist in the development of innovative wildlife management strategies

The Wildlife Officer role advertised here is part of Gateway Visitor Centres within the Wildlife and Threatened Species Operations Unit. Primarily working within the Daisy Hill Koala Centre team, this role will involve contributing to daily operations, koala husbandry and interpretation projects. This role will also contribute to the delivery of projects supporting the South East Queensland Koala Conservation Strategy 2020-2025.

In South-East Queensland there is a strong focus on Koala conservation, rescue and rehabilitation with a major emphasis on engagement, education and partnerships with the community and conservation groups.

Travel statement

This position is based at Daisy Hill, however travel away from your normal centre of operations will be required from time to time.

# Your role

As the **Wildlife Officer, WOO4** you will:

* Operate individually and as an effective member of the team.
* Undertake tasks and provide advice related to the management of wildlife, including the safe capture, handling and husbandry, in accordance with legislation, policies and procedures.
* Undertake field operations and inspections e.g., operation of equipment, site visits.
* Undertake field monitoring and associated activities (e.g., flying-fox roost monitoring, crocodile and koala population survey).
* Provide support for incident responses in relation to wildlife incidents.
* Communicate with and provide information to community groups, industry and the general public about wildlife management.
* Under the direction of senior staff, investigate complaints and auditing, compliance and enforcement activities relating to the take, use and keep of wildlife under relevant legislation.
* Foster a workplace culture that supports and promotes the interests of First Nations people and actively engage through our work to contribute to better outcomes for First Nations people.

# What we are looking for

We’re looking for the best suited applicant for the role. We’ll do this by assessing your eligibility and your ability to undertake the requirements of the role (including, where relevant, the way you carried out previous roles). We’ll also consider your potential to make contributions to the department and how your engagement would support our commitment to equity, diversity, respect and inclusion.

This position requires an applicant who:

* Has problem solving skills, including the ability to interpret information to provide sound advice about wildlife management, conservation tools and approaches.
* Demonstrates the ability to timely manage tasks to maintain effective systems and processes.
* Has a good knowledge of or the ability to rapidly acquire knowledge of relevant Nature Conservation Act 1992 and legislation, principles and practices and specialist skills in identification, handling and care of native wildlife.
* Has demonstrated ability to work effectively within a team.
* Communicates messages clearly and concisely and adapts communication style and approach to address the needs of different people or audiences.
* Contribution to workplace equity and diversity that enriches our culture of innovation, respect and inclusion.

Every staff member is expected to role model leadership behaviours. This role requires the **Individual contributor** leadership capabilities as outlined in the [Leadership competencies for Queensland booklet](https://www.forgov.qld.gov.au/leadership-competencies-queensland).

# Eligibility requirements

## Blue Card

This role provides education, coaching and/or support services to children and young people and requires a valid Blue Card with the department. You will need to provide a copy of your blue card, which will be validated prior to engagement. Please refer to the [Blue Card Services | Your rights, crime and the law | Queensland Government (www.qld.gov.au)](https://www.qld.gov.au/law/laws-regulated-industries-and-accountability/queensland-laws-and-regulations/regulated-industries-and-licensing/blue-card-services) website for further information.

## Citizenship/Visa

To be eligible for employment in this position, you must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia. If you are not an Australian citizen you will need to provide evidence of your residency status or visa, with your right to work (including any conditions / restrictions) prior to engagement. You are required to notify the department if your right to work in Australia ceases.

## Licences

It is a mandatory requirement for the occupant of this position to hold an unrestricted manual driver’s licence. You will need to provide a copy of your driver’s licence, with the original sighted prior to engagement. Employees are required to drive government vehicles, including four-wheel drives as a part of their day-to-day and field work.

## Medical requirements

To enable the department to discharge its primary duty of care under section 19 of the [*Work* *Health and Safety Act 2011*](https://www.legislation.gov.au/Details/C2021C00474), as far as reasonably practicable, the department provides vaccinations for those who may be exposed to vaccine preventable diseases. The person engaged in this role will potentially be exposed to vaccine preventable diseases throughout the course of their work, such as zoonotic diseases, and may be required to provide either evidence of vaccination, proof that you are not susceptible to these vaccine preventable diseases, or meet the requirement by attending vaccinations arranged by the department.

## Disclosure of pre-existing condition

Upon written request, an applicant is to disclose prior to their engagement any pre-existing illness or injury that could impact their ability to perform the duties of the role or has potential to aggravate a pre-existing illness or injury. It is important to note, that false or misleading disclosure under section 571C of the [*Workers’ Compensation and Rehabilitation Act 2003*](https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-027#ch.14-pt.1-div.1) will result in a prospective employee not being entitled to compensation or to seek damages for any event that aggravates the pre-existing injury or medical condition.

## Aboriginal and/or Torres Strait Islander Priority Consideration

Aboriginal and/or Torres Strait Islander priority consideration applies to this role. As an equal opportunity measure under section 105 of the [*Anti-Discrimination Act 1991 (QLD)*](https://www.legislation.qld.gov.au/view/html/inforce/current/act-1991-085), priority consideration will be given to Aboriginal persons and Torres Strait Islander persons. Aboriginal applicants and Torres Strait Islander applicants who meet the minimum requirements for this role will be invited to participate in the next selection activity.

An Aboriginal and/or Torres Strait Islander person is one who identifies as an Aboriginal and/or Torres Strait Islander person and either:

* is of Aboriginal and/or Torres Strait Islander descent; or
* is accepted as an Aboriginal and/or Torres Strait Islander by the Aboriginal and/or Torres Strait Islander community in which they live.

To enable the selection panel to confirm that you are eligible for priority consideration, the panel requires:

* your written assertion that you are of Aboriginal or Torres Strait Islander descent.

# Benefits and conditions

For a full list of benefits and conditions that come with this role please see our departmental website: <https://www.des.qld.gov.au/our-department/employment/why-work-with-us/information-for-applicants>

# How **to** apply

The selection panel will assess your ability to perform the work required of the position based on your application and other selection processes which may include an interview and/or work test. Pre-employment checks, including referee checks will be conducted.

To apply, lodge an application online at [www.smartjobs.qld.gov.au](http://www.smarjobs.qld.gov.au) that consists of the following:

* your current resume of no more than 4 pages
* a short 1- or 2-page statement that briefly describes why you are the best suited person for this role––noting, our department values equity and diversity so please include information that will help us understand how you could contribute to our workforce diversity.

Note: we are not seeking a written response to the key attributes.

* evidence of the above listed [**Mandatory Requirements**](#_Mandatory_requirements) to confirm your eligibility.

If you need any additional support or adjustments during the recruitment process to help you demonstrate your ability to meet the inherent requirements of the role, please contact Sophie Wilson at [Sophie.Wilson@des.qld.gov.au](mailto:Sophie.Wilson@des.qld.gov.au) or via phone 07 3078 3101.

**Submitting your application**

* Applying online through the Smart Jobs and Careers website [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) is the preferred means to submit an application. To do this, access the ‘apply online’ facility on the Smart Jobs and Careers website. You will need to create a ‘My SmartJob’ account before submitting your application.
* By applying online, you can track your application through the process, maintain your personal details through registration and withdraw your application if required.
* If you experience any technical difficulties when accessing [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) please contact 13 QGOV (13 74 68). All calls relating to the status of your application once the job has closed should be directed to the contact officer on the position description. If you do not have internet access and are unable to submit your application online, please contact the QSS Customer Support Team on 1300 146 370, between 9am to 5pm Monday to Friday, to enquire about alternative arrangements.
* Late applications cannot be submitted via the Smart Jobs and Careers website, so please allow enough time before the closing date to submit your application. If approval has been granted by the Selection Panel for a late application to be considered, please contact the QSS Customer Support Team on the number above to arrange.
* Hand delivered applications will not be accepted.

**Additional information**

* Criminal history checks may be undertaken on the recommended applicant(s). A criminal conviction or charge will not automatically exclude an applicant from being considered for employment with the department. If information is received that may exclude you from further consideration, you will be given an opportunity to respond and your response will be taken into account in the evaluation process.
* If you are the recommended applicant, you will be required to disclose any serious disciplinary action taken against you in public sector employment.
* If you are the successful applicant, the department will work with you to ensure reasonable adjustments are made in the workplace to enable you to work safely and productively.
* A probationary period of three months will apply to external appointees.
* All newly employed public sector employees are obliged to provide their chief executive with a disclosure of employment as a lobbyist in the previous two years.
* Applications will remain current and may be considered for identical/similar vacancies, provided employment commences within 12 months of the closing date of the original vacancy.